

19 January 1956

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Enclosure to Memo to Chief, Geographic Area from Chief, USSR-Satellites Compilation Branch, D/GC

SUBJECT: Review and Comments on Career Development Statement for the Geographic Area, DRAFT 4 January 1956 (Revised)

1. The distillation of thought contained in the Career Development Statement further condensed and "sterilized" as to its security content and placed in the hands of recruiters going out to the universities might prove to be a valuable recruiting tool. A graphic presentation such as the enclosure should accompany the Career Development Statement itself and should be considered for its possible use as recruiting material. It should be noted in passing that within the Cartography Division the graphic chart and the statement from which it is derived is least clear where it concerns the professional/non-professional dichotomy exemplified by the Geographer/Cartographer on the one hand and the Cartographic Draftsman on the other. Specifically, the statement does not make clear whether or not the position of Cartographic Compilation Aid may be equated with Senior Cartographer. Also, there appears to be no provision for the development of a Branch Chief along the non-professional path of this dichotomy.

2. A similar objection of lack of clarity might be made for the statement of the Map Library Division where a dichotomy also exists, though between two professions. It is not clear from the statement where the positions of Librarian (Supervising Cataloger or Reference) and Geographer Area Desk Officer or Reference Geographer rank in the area-wide hierarchy of positions.

3. Page 5 of the draft treats the miscellaneous positions too superficially. Policy concerning these positions quite properly need not be stated herein, but a policy or policies should be worked out with ST/A or other appropriate component and a clear reference to that policy should be made herein.

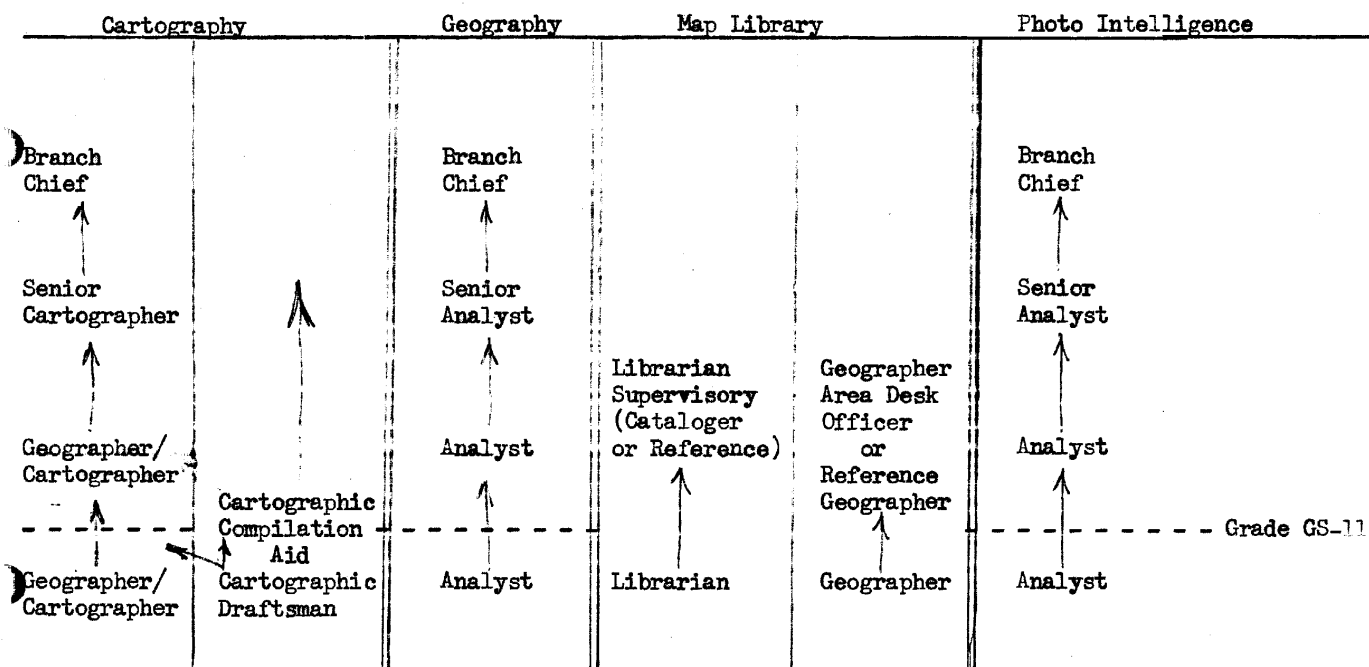
4. Other comments are of a purely editorial nature, involving what is believed to be improved wording. The most important comment of this nature concerns page 3 of the statement where the general methods of career development are outlined. Point 2 of the itemization states in part: "...In addition, supervisors will guide individuals in making contributions, related to their normal fields of responsibility, [the underlining is mine] to other parts of CIA and the U.S. Government."... Since the following sentence makes reference to "a special competence resulting from some unusual activity" an apparent contradiction results.

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THE PATHS OF ADVANCEMENT

THE DIVISIONS:



NOTE: Below the dashed line transfers laterally from one division to another or to or from other components of CIA are relatively easy as the needs of the Agency and the desires of the individual may dictate. Above the dashed line, transfer policy is much more rigid.

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